

Adair Co.

Teamsters #238 (Roads)

7/1/2005 6/30/2007

AGREEMENT

THIS AGREEMENT entered into this 1st day of July, 2005 by and between ADAIR COUNTY, IOWA ROAD DEPARTMENT, hereinafter referred to as the "Employer", and the INTERNATIONAL BROTHERHOOD OF TEAMSTERS, CHAUFFEURS, WAREHOUSEMEN & HELPERS OF AMERICA UNION and its LOCAL NO. 238, hereinafter called the "Union", represents the complete and final agreement on all bargainable issues between the Employer and the Union. Throughout this Agreement, wherever the word "Act" appears, this refers to the Iowa Public Employment Relations Act, which was signed into law on April 23, 1974.

ARTICLE 1 RECOGNITION

The Employer hereby recognizes the Union as the exclusive bargaining representative for wages, hours, and other terms and conditions of employment permitted by the Act for employees of the Adair County Road Department, which includes: all regular full-time Patrol Operators, Equipment Operators, Utility Person, Mechanics, Truck Drivers, Bridge Repair and Working Foreman. Excluded are: Engineer, Assistant to the Engineer, Inspector/Instrument Man, Surveyors, Office Clerical, Weed Commissioner, Supervisors, and all other employees excluded by Section 4 of the Public Employment Relations Act. Reference is made to Certification Case No. 3028.

ARTICLE 2 SEPARABILITY AND SAVINGS

If any provision of this Agreement is subsequently declared by the proper legislative or judicial authority to be unlawful, unenforceable, or not in accordance with applicable statutes or ordinances, all other provisions of this Agreement shall remain in full force and effect for the duration of this Agreement.

ARTICLE 3 NON-DISCRIMINATION IN EMPLOYMENT

The Employer and Union agree to comply with any non-discrimination in employment laws that are applicable.

Wherever this Agreement refers to the male gender, it shall also mean the female gender.

ARTICLE 4 EMPLOYER RIGHTS

Except to the extent expressly abridged by a specific written provision of this Agreement, the Employer shall have, in addition to all powers, duties, and rights established by constitutional provisions, statute, ordinance, charter, or special act, the exclusive power, duty, and right to: direct the work of its employees; hire, promote,

demote, transfer, assign and retain employees in positions within the public agency; discipline, suspend, or discharge employees for proper cause; to develop and enforce rules for employee discipline, maintain the efficiency of governmental operations; to determine the number of employees to perform the assigned work; relieve employees from duties because of lack of work or for other legitimate reasons; to determine what work or services shall be purchased or performed by the unit employees; to change or eliminate existing methods, means, assignments, and personnel by which the public Employer's operations are to be conducted; take such actions as may be necessary to carry out the mission of the public Employer; initiate, prepare, certify, and administer its budget; exercise all other powers and duties granted to the public Employer by law.

ARTICLE 5 NO STRIKE

The Union and employees agree to faithfully abide by the applicable provisions of the Act. Neither the Union, its officers or agents, nor any of the employees covered by this Agreement, will engage in, encourage, sanction, support, or suggest any strikes, slowdowns, boycotting, sit-ins, concerted group absenteeism, the willful absence from one's position, work stoppage, or any such related activities covered by Section 12 of the Act.

ARTICLE 6 GRIEVANCE PROCEDURE AND ARBITRATION

The parties agree that an orderly and expeditious resolution of grievances is desirable. All matters of dispute that may arise between the Employer and an employee regarding a violation of an expressed provision of this Agreement shall be adjusted in accordance with the following procedure:

Informal: An employee shall discuss a complaint or problem orally with the Engineer or his designated representative within the four (4) workdays following its occurrence in an effort to resolve the problem in an informal manner.

Grievance Steps:

Step 1. If the oral discussion of the complaint or problem fails to resolve the matter, the aggrieved employee shall present a grievance in writing to his/her immediate supervisor, or in his absence, the Engineer, within four (4) workdays following the oral discussion. Within fifteen (15) days after this Step 1 meeting, the immediate supervisor will answer the grievance in writing. The grievance must state the Section of the Agreement allegedly violated and the remedy sought.

Step 2. Within ten (10) calendar days after the immediate supervisor answers the grievance in writing, the aggrieved employee must refer the grievance in writing to the Engineer if the grievant disagrees with the immediate supervisor's written answer. Within fifteen (15) calendar days after the grievance is referred to him, the Engineer will call a meeting and answer the grievance in writing.

Step 3. Any grievance not settled in Step 2 of the grievance procedure may be referred to arbitration, provided the referral to arbitration is in writing to the other party and is made within four (4) workdays after the date of the Engineer's or his designated representative's answer given in Step 2. If after the Employer's answer in Step 2, the grievance is unresolved, the grievance should be heard by an arbitrator in ninety (90) calendar days.

All grievances must be taken up promptly and awards or settlements thereof shall in no case be made retroactive beyond the date on which the occurrence giving rise to the grievance was first presented in written form as provided in Step 1 of the grievance procedure. If a grievance is not presented within the time limits specified in this Article, it shall be considered waived. If a grievance is not appealed to the next Step within the specified time limits, it shall be considered settled on the basis of the Employer's last answer. If a grievance at Step 1 is not timely answered by the Employer, it shall automatically be referred to Step 2.

After either party hereto has notified the other of its referral of a case to arbitration, the parties will meet within ten (10) days after receipt by either party hereto of notice of referral of a case to arbitration to select an arbitrator whose residency is in Adair County. The parties are not obligated to select an arbitrator from Adair County. If no arbitrator from Adair County can be selected, the Iowa Public Employment Relations Board will be requested to furnish a panel of seven (7) approved arbitrators who reside in Iowa. Within seven (7) days after receiving this panel, the parties will select the sole arbitrator with the Union striking the first name.

The fees and expenses of the arbitrator will be shared equally between the Union and Employer. Each party shall pay its own cost of preparation and presentation for arbitration. The arbitrator shall have no power to change, alter, ignore, nullify, detract from or add to the provisions of this Agreement. The arbitrator's decision will be final and binding on all parties.

All grievance and arbitration meetings under this Article are to be held in private and are not open to the public.

The time limits at any step in the grievance and arbitration procedure may be extended on a specific case basis, upon mutual agreement of Union and Employer.

In the event that any employee takes action on any complaint through any governmental agency regarding violation of his/her rights, then all rights to this contractual grievance procedure shall be waived and no grievance shall be allowed regarding the issue.

The Union's decision to arbitrate shall be authorized only by the Local Union Executive Board or its Business Agent and shall be signed by the employee(s) affected, unless it is a grievance filed on behalf of the Local Union.

ARTICLE 7 SENIORITY

Seniority means an employee's length of regular full-time continuous service with the Employer since their last date of hire.

A new employee shall serve a probationary period of six (6) months. Upon completion of the probationary period, they shall be put on the seniority list and their seniority shall be determined from their last date of hire. An employee may be terminated during the probationary period without recourse to the grievance procedure.

When the working force is to be reduced, the Employer will select what job classification is to be reduced. Temporary employees will be laid off first. The employee with the least seniority will be removed first, providing the work in the classification can be satisfactorily performed, in the judgment of the Employer. The employee removed can then displace the junior employee in any other job classification that he/she is qualified to perform the work. On recall from layoff, employees will be returned to work in the reverse order of layoff, if qualified to perform the work available. Probationary employees have no recall rights.

Employees to be recalled after being on layoff shall be notified as far in advance as possible by notice in writing sent by certified mail, return receipt requested, to the last address shown on the employee's record. The employee must respond to such notice within one (1) day after receipt thereof and actually report to work in three (3) days after receipt of notice, unless otherwise mutually agreed to. In the event the employee fails to comply with the above, he/she shall be terminated and lose all seniority rights under this Agreement.

An employee shall lose their seniority and the employment relationship shall be broken and terminated as follows:

- (a) Employee quits.
- (b) Employee is discharged.
- (c) Engaging in other work while on personal leave of absence or giving false reason for obtaining personal leave of absence.
- (d) One (1) day per year of absence without notice to the Employer, unless evidence satisfactory to the Employer is presented that the employee was physically unable to give notice.
- (e) Failure to report for work at the end of leave of absence.

- (f) Failure to report to work within three (3) days after being notified to return to work following layoff, when notice of recall is sent to employee's last known address, according to Employer records. It is the employee's responsibility to keep the Employer informed of their current address and phone number.
- (g) Seniority rights will be forfeited after the continuous period of layoff or absence from work exceeds one (1) year or the employee's length of service, whichever is lesser.
- (h) Employee retires.

If an employee is transferred out of the bargaining unit, his/her seniority continues to accumulate.

After the first consecutive thirty (30) days of unpaid leave of absence, seniority shall not accumulate.

ARTICLE 8 UNPAID LEAVE OF ABSENCE

Eligibility Requirements. At the sole discretion of the Employer, full-time employees shall be eligible for unpaid leave of absence after the employee's probationary period.

Application for Leave. All requests for leaves of absence shall be submitted in writing by the employee to his/her immediate supervisor with reasonable advance notice for recommendation. It shall then be forwarded to the Board of Supervisors for final decision. Said leave decision is not subject to the grievance procedure. Request for such leave shall be submitted on a form supplied by the Employer.

Limited Leave Without Pay. The Employer may, at his sole discretion, authorize an employee's absence without pay, for a period not to exceed fifteen (15) consecutive days in any fiscal year, which can be extended for one (1) additional like period.

Return From Leave Without Pay. Upon return from leave of absence without pay, the employee shall return to his/her former job, if physically qualified, and if the position is vacant, or to another equivalent position, in accordance with his/her qualifications and ability if there is a vacancy.

Extended Sick Leave of Absence Without Pay. An employee whose personal illness, as certified by a physician, extends beyond the expiration of his/her leave, may be granted an extension at the discretion of the Employer. Application for more unpaid leave of absence shall be performed in accordance with "Application for Leave" above.

An employee granted an unpaid leave of absence shall not be eligible for fringe benefits, holiday pay, accrued retirement, vacation, sick leave, during the period of such leave.

Premiums for insurance normally paid by the Employer will be paid by the employee during the approved personal leave of absence, if the employee elects to continue coverage.

ARTICLE 9 MILITARY LEAVE

A full-time employee shall be granted a military leave of absence for a period up to thirty (30) days with pay as prescribed by Section 29.A28 of the Code of Iowa 1975.

The Employer recognizes an employee's re-employment rights in accordance with the Universal Military Training and Service Act.

ARTICLE 10 INJURY REPORTING

In case of injury due to work or incurred while at work, all such injuries must be reported to the Engineer or his office on the same date the injury is sustained or when the injury is first known to the involved employee.

ARTICLE 11 DEFINITIONS

Regular Full-Time. An employee scheduled to work forty (40) or more hours per week on a regular basis.

Part-Time. An employee scheduled to work less than forty (40) hours per week. Part-time employees are not eligible to earn any contractual fringe benefits, and are not covered by this Agreement.

Temporary. An employee scheduled to work less than one hundred eighty (180) days in a year. Temporary employees are not eligible to earn any contractual fringe benefits, and are not covered by this Agreement. A temporary employee may not be re-hired until one hundred twenty (120) days have passed since their dismissal.

ARTICLE 12 JOB CLASSIFICATION OPENINGS

Whenever a permanent job classification vacancy occurs, the opening will be posted on the bulletin board for ten (10) calendar days. A current employee has the opportunity to indicate their interest in being considered for the vacancy by indicating their interest in writing to the Engineer within said posting period. Once an employee is a successful bidder, the employee cannot bid on another job opening for a period of six consecutive months. The Engineer makes the decision on who is to fill the opening. The Engineer's decision is subject to being grieved. The Engineer can hire from outside the unit, after considering those current employees who have expressed a written interest in the vacancy.

ARTICLE 13 JURY DUTY

A regular full-time employee, who, after six (6) months of continuous service, is required to serve as a juror, shall receive his/her regular wages for the time he/she spends on such duty. In order to receive payment for such duty, the employee must submit certification of service and assign all fees, except mileage, received for such duty to the Employer. The employee shall report for work if released from jury duty by 12:00 Noon of any workday.

ARTICLE 14 VACATIONS

An employee is eligible to receive one (1) week paid vacation (forty [40] hours) after one (1) year of continuous full-time employment. After two (2) years of continuous full-time employment, an employee is eligible to receive two (2) weeks (eighty [80] hours) vacation. After nine (9) years of continuous full-time employment, an employee is eligible to receive three (3) weeks (one hundred twenty [120] hours) vacation. After eighteen (18) years of continuous full-time employment, an employee is eligible to receive four (4) weeks (one hundred sixty [160] hours) vacation. Only regular full-time employees are eligible for vacation time and pay.

All vacation earned will be determined on the employee's anniversary date.

All vacations must be taken during the twelve (12) month period following the employee's anniversary date of qualifying employment. An employee on vacation who is recalled to work during their vacation time can carry over the vacation time interrupted.

The scheduling of vacation leave is dependent upon the judgment and discretion of the Engineer. Each year at least thirty (30) days before employees want to take their vacation off work, requests to the Engineer will be made in writing. The Engineer may require the rescheduling of vacation leave when, in his judgment, it is necessary for the efficient operation of the department.

Employees who are discharged for cause or who do not give two (2) weeks advance notice prior to quitting shall forfeit vacation pay. Upon separation from employment for other reasons and after at least one (1) year of service, an employee will be paid for earned, unused vacation plus pro-rated vacation based on the number of full weeks worked since his/her anniversary date.

Vacation pay will be at the employee's regular hourly rate.

Employees with three (3) weeks of vacation must take two (2) weeks in weekly increments. Employees with two (2) weeks of vacation must take one (1) week in a weekly increment. Except for employees with less than two (2) years of service, one (1) week of earned vacation must be taken off work in weekly increments. All remaining vacation can be taken in daily increments. The request must be made to the Engineer at least two (2) days before the time off work is to become effective. If an employee

qualifies for four (4) weeks of vacation, the employee can take up to two (2) weeks in daily increments. The employee must give the Engineer at least five (5) calendar days advance notice. Each request for vacation is subject to approval by the Engineer.

ARTICLE 15 HOLIDAYS

Regular full-time employees shall be eligible for the following ten (10) paid holidays:

New Year's Day	Veterans Day
Presidents Day	Thanksgiving Day
Memorial Day	Day after Thanksgiving
Independence Day	Christmas Eve Day
Labor Day	Christmas Day

Holidays are to be paid for at eight (8) hours straight time pay.

When the designated holiday falls on Saturday, the preceding Friday shall be celebrated as the holiday. When a holiday falls on Sunday, the following Monday will be celebrated as the holiday.

Probationary employees after thirty (30) days are eligible for paid holidays.

To be eligible for holiday pay, an employee must have worked the last full scheduled workday immediately before and the first full scheduled workday immediately after such holiday. If the employee is absent either or both of said workdays as a result of personal illness substantiated by a medical doctor's written statement, or on-the-job injury, or with prior approval from his/her immediate supervisor (non-bargaining unit), the employee shall be considered as having met these requirements. Any employee on unpaid leave of absence or layoff is not eligible for holiday pay. Any employee off work due to an on-the-job injury or paid leave of absence will not receive holiday pay after the first thirty (30) days of absence.

ARTICLE 16 SICK LEAVE

A regular full-time employee shall be entitled to accrue sick leave with full pay at the rate of one and one-quarter (1 1/4) days for each month of employment, subject to the following:

1. Sick leave shall apply to a period in which the employee is incapacitated from the performance of his/her duty by sickness or injury, for medical, surgical, dental or optical examination or treatment. Disabilities caused or contributed to by pregnancy and recovery therefrom shall be covered by sick leave.
2. Sick leave shall not be used for vacation leave.

3. Sick leave shall not be taken in advance.
4. Sick leave shall not be cumulative for more than ninety-five (95) working days maximum.
5. The Employer can require a medical doctor's written statement to verify any paid sick leave time.
6. Sick leave shall be taken on a workday basis. Officially recognized paid holidays falling within a period of sick leave shall not be counted against sick leave.
7. Sick leave will be earned for the month if the employee works fifteen (15) days within the month. Vacation time, jury duty, funeral leave and paid holidays count as time worked. If an employee is off work due to an on-the-job injury, the employee can earn monthly sick leave.
8. An employee who is transferred from his/her department to another within the County shall be credited with the sick leave he/she has accumulated.
9. If an absence due to illness or injury extends beyond the sick leave and vacation time accrued to the credit of the employee, such additional time may be granted in writing as sick leave without pay.
10. Failure on the part of an employee to report immediately at the expiration of a leave of absence with or without pay or sick leave or extension of such leave, except for valid reasons submitted and approved by the Engineer shall be considered a resignation.
11. Any time off work due to injury or illness covered by Workers Compensation payments or accumulated sick leave shall be paid accordingly so that the employee's weekly net income is not reduced from what he/she would normally have earned if working.
12. On July 1 of each year, for earned sick leave days in excess of ninety-five (95) days that the employee has in the sick leave bank, the employee will be paid one-fifth (1/5) of the excess. Example: Employee has 110 days in the sick leave bank on a July 1 date. Divide 15 by 5 and on July 1, pay the employee for three (3) days.
13. Upon retirement, if the employee qualifies for IPERS retirement benefits, the employee will be paid thirty percent (30%) of his/her accumulated sick leave.

ARTICLE 17 HOURS OF WORK AND OVERTIME

The purpose of this Article is intended to define the normal hours of work, and shall not be construed as a guarantee of hours of work per day or days of work per week. Determination of the daily and weekly hours of work shift starting and stopping times shall be made by the Employer.

The normal workweek will be forty (40) hours. The normal starting time each day is 7:00 AM and the normal workday ends at 3:30 PM, which includes a thirty (30) minute unpaid lunch period.

Overtime shall be paid for at the rate of time and one-half (1 1/2) the employee's straight time hourly rate for hours worked in excess of forty (40) hours in any workweek or eight (8) hours in any workday. Any overtime work must be authorized by the Engineer or his designated representative. The same overtime will only be paid for once.

If overtime is worked in a workweek which contains a recognized paid holiday, said holiday counts as a day worked.

Compensatory time off work in lieu of overtime pay may be taken. Example: If two (2) hours overtime is worked, three (3) hours straight time will be taken off work with pay as compensatory time. The maximum accumulation of compensatory time is sixty (60) hours. The time taken off work as compensatory time must be at a time mutually agreed upon between the County Engineer and the employee. Compensatory time can be taken in no less than one (1) hour increments.

ARTICLE 18 FUNERAL LEAVE

Each regular full-time employee shall be eligible for a paid leave of absence up to five (5) days for a death of the Employee's spouse or child. Up to three (3) days for the rest of the employee's immediate family. (Immediate family shall be defined as parents, parents of spouse, brother, sister of the employee, son-in-law, daughter-in-law and grandchild.) Only days absent which would have been compensable workdays will be paid.

No payment will be made during vacations, holidays, layoffs, or other leaves of absence. Payment shall be made on the basis of the employee's normal workday's pay. Employee must attend the funeral in order to qualify for funeral leave.

One (1) day's paid leave will be granted for the day of the funeral for death of the employee's sister-in-law, brother-in-law, grandparent, aunt or uncle. One-half (1/2) day will be granted off work as paid time for an employee to serve as a pallbearer, floral bearer or to attend the funeral of a fellow employee in the County.

If the day of the funeral falls on part-time employee's scheduled shift and the part-time employee attends the funeral, this day will be a paid leave day.

If one of the employee's relatives listed in this Article passes away and a memorial service is held, one (1) day of paid funeral leave will be allowed. The eligibility requirements in this Article also apply to this memorial service.

The advance notification requirement will be waived so a vacation day(s) can be used in conjunction with the death of an employee's immediate family member.

ARTICLE 19 DUES CHECKOFF AND INDEMNIFICATION

Upon receipt of a lawfully executed written authorization from an employee which may be revoked at any time by the employee giving the Employer and the Union thirty (30) days written notice, the Employer agrees to deduct initiation fees, special assessments, and the regular monthly Union dues of such employee from his/her pay and remit such deduction by the fifteenth (15th) day of the succeeding month to the official designated by the Union in writing to receive such deductions. The Union will notify the Employer in writing of the exact amount of such regular membership dues to be deducted.

The Union agrees to indemnify and hold the Employer harmless against any and all claims, suits, orders, or judgments brought or issued against the Employer as a result of any action taken or not taken by the Employer under the provisions of this Article.

ARTICLE 20 INSURANCE

The Alliance Select 2000-Plan 11 will be effective. The Employer retains the right to select the insurance carrier and will maintain equal to or better than the benefit coverage levels in effect on July 1, 2005. The Employer will pay the single coverage monthly premium for a regular full-time employee. If a regular full-time employee elects to have coverage for his/her dependents, the employee will pay no more than one hundred dollars (\$100.00) toward the dependent coverage monthly premium.

Employees are responsible for all deductible, co-insurance, and out-of-pocket maximums of Plan 11. Except from July 1, 2005 through June 30, 2007, employees will be responsible for deductibles of one thousand dollars (\$1000) single and two thousand dollars (\$2000) family.

The Employer will pay the single and dependent coverage Dental Insurance premiums.

ARTICLE 21 LONGEVITY

After completion of each five (5) years of service, five cents (\$.05) per hour longevity allowance will be made. Example: after five (5) years, five cents (\$.05) per hour longevity; after ten (10) years, a total of ten cents (\$.10) per hour longevity; after fifteen (15) years, a total of fifteen cents (\$.15) per hour longevity; after twenty (20)

fifteen (15) years, a total of fifteen cents (\$.15) per hour longevity; after twenty (20) years, a total of twenty cents (\$.20) per hour longevity. The parties agree that the maximum amount that can be granted as a longevity allowance is twenty cents (\$.20) per hour.

ARTICLE 22 GENERAL

Steward. The Local Union can designate one (1) employee from the unit to serve as Union Steward. The Steward's responsibility is to handle Union official business and to ascertain that the Labor Agreement is being adhered to. The Steward will not interfere with the work force or impede work in any way.

Call Back Pay. An employee called back to work after completing their shift will receive two (2) hours of work or pay at the applicable rate.

Safety-Health Committee. The Employer will select one (1) employee from the unit to serve on a Safety-Health Committee with the Engineer. The Union will submit three (3) more employee names from the unit to the Employer. The Employer will select one (1) from these three (3) to also serve on this Committee. The employees can make suggestions and recommendations for the Engineer's consideration. The Committee will meet during working hours once in each six (6) month period and the meeting(s) will be of no more than one (1) hour's duration.

Impasse Procedure. The statutory procedure provided for in the Public Employment Relations Act, Chapter 20, will be utilized by the parties for negotiations.

Clothing Allowance. The Employer will furnish coveralls for mechanics and make coveralls available for other employees use who perform repairs and routine maintenance work in the shop.

Safety Footwear. Employees required to wear safety footwear will be reimbursed up to fifty dollars (\$50.00) per year for one (1) pair of employer approved footwear, with a one (1) year carryover not to exceed one hundred dollars (\$100.00). Employees must submit receipt for reimbursement.

ARTICLE 23 JOB CLASSIFICATIONS AND STRAIGHT TIME HOURLY WAGE RATES

Reference is made to Exhibit A, Job Classifications and Straight Time Hourly Wage Rates. By this reference, said Exhibit becomes a part of this Agreement.

DURATION

THIS AGREEMENT shall be effective from July 1, 2005 and shall continue to remain in full force and effect until its expiration at Midnight June 30, 2007. Should either party desire to modify, amend, or terminate this Agreement, written notice must be served on the other party not less than sixty (60) days before December 15, 2006. This Agreement will remain in effect from year to year after the expiration date, if written notice is not otherwise received.

During the life of this Agreement, neither the Employer nor the Union will be required to negotiate on any further matters affecting this Agreement or any other subjects not specifically set forth in this Agreement.

Signed this 23 day of March, 2005.

EMPLOYER

ADAIR COUNTY ROAD DEPARTMENT

By *Nick Kaufman*
County Engineer

By *Richard Blohm*
Chairperson, County
Board of Supervisors

Acknowledged by:

Renee Von Bokern
Employer Representative
Von Bokern Associates, Inc.

UNION

INTERNATIONAL BROTHERHOOD OF
TEAMSTERS, CHAUFFEURS,
WAREHOUSEMEN & HELPERS OF
AMERICA and its LOCAL NO. 238

By *Rick Mickelson*
Union Representative

By *Michael Stanfield*
Employee Representative

By *Dary Dunham*
Principal Officer

EXHIBIT A

JOB CLASSIFICATIONS AND STRAIGHT TIME HOURLY WAGE RATES

The job classifications covered by this Agreement are: Patrol Operator, Equipment Operator, Utility Person, Mechanic, Truck Driver, Bridge Repair, and Working Foreman.

Newly hired employees will be governed by the following wage progression schedule. Employees already on the payroll are to be slotted into this progression schedule accordingly.

The progression pay schedule is:

EQUIPMENT OPERATOR (INCLUDES DUAL AXLE TRUCK)

<u>Effective</u>	<u>7-1-05</u>	<u>7-1-06</u>
Start	12.05	12.41
After 6 months	12.70	13.08
After 12 months	13.34	13.74
After 18 months	13.97	14.39
After 24 months	14.62	15.06

The Truck Driver (Single Axle Truck) hourly wage rate will be twenty cents (\$.20) per hour less than the Equipment Operator (Includes Dual Axle Truck) hourly wage rate. The Mechanic hourly wage rate will be fifty cents (\$.50) per hour above the Equipment Operator (Includes Dual Axle Truck) hourly wage rate.

If a person is transferred in this twelve (12) month period, they drop back to the lower progression step and then proceed accordingly to the top rate through the progression.

If a person is transferred to a different job classification when they are outside the twenty-four (24) month progression, the person takes a fifty cents (\$.50) per hour reduction and goes to the top rate in the new job classification after six (6) months.

Leadpersons will be paid seventy five cents (\$.75) per hour differential all year long.

The Employer can hire a person anywhere within the "start" to "after 24 months" wage progression schedule depending on the person's qualifications.